SAILOR ADVOCACY LYNCH-PIN TO THE FUTURE OF DISTRIBUTION

SAILOR ADVOCACY

- Long term focus on career
- Command driven team detailing
- Puts choice in the system

“Sailor Advocacy… is at the heart of my 3

year project” CNO October 2001

Traditional Billet Based Detailing

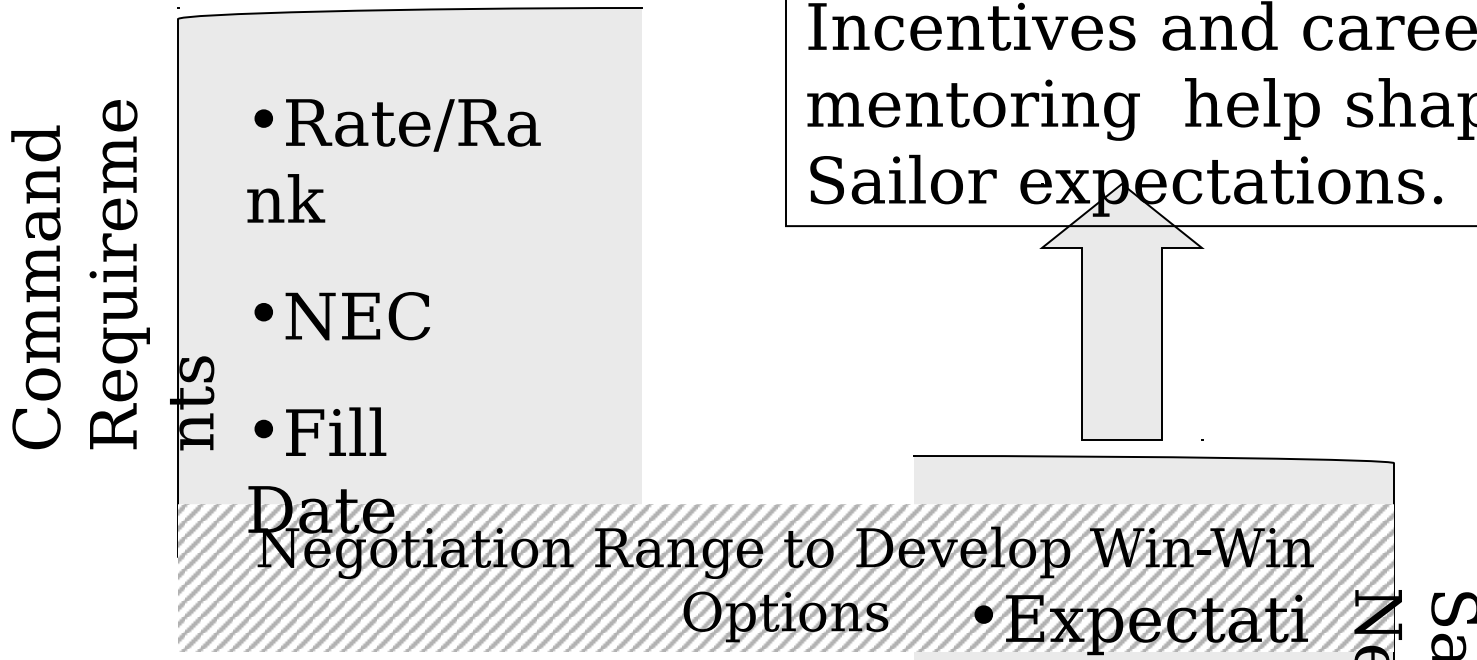
- Short-Term “Fill the Priority Billet” Focus
- Command Leadership REACTS to Detailing Decisions
- Detailer enforces Priorities and Policies
- Least trusted interaction with NAVY; 36% of E4-E9 dissatisfied with their

Command Driven Team Detailing

- Long-Term “Career Management” Focus
- Command Leadership PRO-ACTIVELY mentors & shapes sailor’s expectations
- Detailer Advocates: acts as an agent for Sailor’s Career needs.
- Results: Improved retention & career

KEY to SUCCESS: Effective Leadership/Mentoring

Incentives and career mentoring help shape Sailor expectations.



Detailer teams with Command Leadership ; engages range of policy and placement options.

SAILOR ADVOCACY WORKS

- **USS THACH**
  - **FY 01 1st QTR - 3rd QTR**
  - **1st Term Reenlistment rates rose 17% (33 % to 50%)**
  - **1st Term Attrition lowered 13% (33% to 20%)**

- **VFA-22**
  - **“29 of 30 personnel received desired assignments. Only one did not get her preference”**

  - **COMMAND TEAM DETAILING**